

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY, CALIFORNIA
AND RECORD OF ACTION**

June 22, 2004

62

FROM: GARY PENROD, Sheriff
Sheriff's Department

SUBJECT: EMPLOYMENT CONTRACT WITH THOMAS M. FEDEROFF TO PROVIDE SERVICES AS
A PART-TIME TRAINING PROGRAM COORDINATOR

RECOMMENDATION: Approve employment contract with Thomas M. Federoff to provide services as a part-time Training Program Coordinator, at a rate of \$25.83 per hour.

BACKGROUND INFORMATION: The Sheriff's Department Training Center provides a wide variety of training courses to various law enforcement agencies and individual service groups throughout the region. One such program is the Public Safety Internship Academy (PSIA). The PSIA is a structured paramilitary program that prepares high school students for careers in law enforcement or public service. Thomas M. Federoff, a retired County law enforcement officer, has been providing professional services as an independent contractor acting as the coordinator for the PSIA.

In order to meet Fair Labor Standards Act and Internal Revenue Service guidelines for employment, and to ensure that Mr. Federoff is covered by Workers' Compensation and Public Liability insurance, the Department is proposing to convert this independent contractor to a contract employee. An employment contract will enable the Department to maintain flexibility in scheduling the minimum number of hours necessary to meet the Training Center's needs as the workload fluctuates. Under the terms of the proposed contract, Mr. Federoff would be compensated at a rate of \$25.83 per hour (Range 51, step 11) for up to 960 hours per year and would not participate in the County Retirement System or PST Deferred Compensation Plan. This contract shall be for a period of one year commencing on July 10, 2004, and will automatically renew for successive one-year periods. Either party may terminate the contract with 14 days advance written notice.

REVIEW AND APPROVAL BY OTHERS: This item has been reviewed and approved as to form by County Counsel (Jean-Rene Basle, Deputy County Counsel, 387-5477) on June 3, 2004; by County Human Resources (Char Crawford, Human Resources Officer, 387-0626) on May 28, 2004; and by the County Administrative Office (Laurie Rozko, Administrative Analyst, 387-8997) on June 10, 2004.

FINANCIAL IMPACT: There is no local cost impact related to this item. Total estimated compensation under this contract for 2004-05 will not exceed \$27,000 and is fully funded by state asset forfeiture funds (SCT-SHR). In accordance with Health & Safety Code Section 11489, fifteen percent (15%) of all state asset forfeitures must be allocated to programs that combat drug abuse and divert gang activity. The Public Safety Internship Academy meets this qualification.

COST REDUCTION REVIEW: The County Administrative Office has reviewed this agenda item, concurs with the department's proposal and recommends this action because it provides equitable compensation for the services being performed and is fully reimbursed by the Sheriff's State Asset Seizure Fund (SCT-SHR-SHR).

SUPERVISORIAL DISTRICT(S): All

PRESENTER: Richard Beemer, Captain, 387-3637

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Record of Action of the Board of Supervisors

62